

HAPPEN

Hawaiians, Asians, & Pacific Islanders Promoting an Empowerment Network

By: George DeGuzman

& Rob Bamba

Where Candidates Apply

Site	Count
Career.wa.gov	81,538
Indeed.com	12,884
Governmentjobs.com	8,311
Handshake	3,525
Google	2,462

Recruiting Phases

Step 1	Applied	Referred	App-Ref Ratio
Screening Step	118,844	55,729	2:1

Step 2	Referred	Interviewed	Ref-Int Ratio
Refer Step	55,729	18,325	3:1

Step 3	Interviewed	Offered	Int-Off Ratio
Interview Step	18,325	4,646	4:1

Step 4	Offered	Hired	Acceptance Rate
Offer Step	4,646	4,250	91%

Refer-Hire Ratio	Referred	Hired	Ratio
HAPPEN	55,729	4,250	13:1

Recruiting Phases

Step 1	Non-Select Rate	
Screening Step	53%	

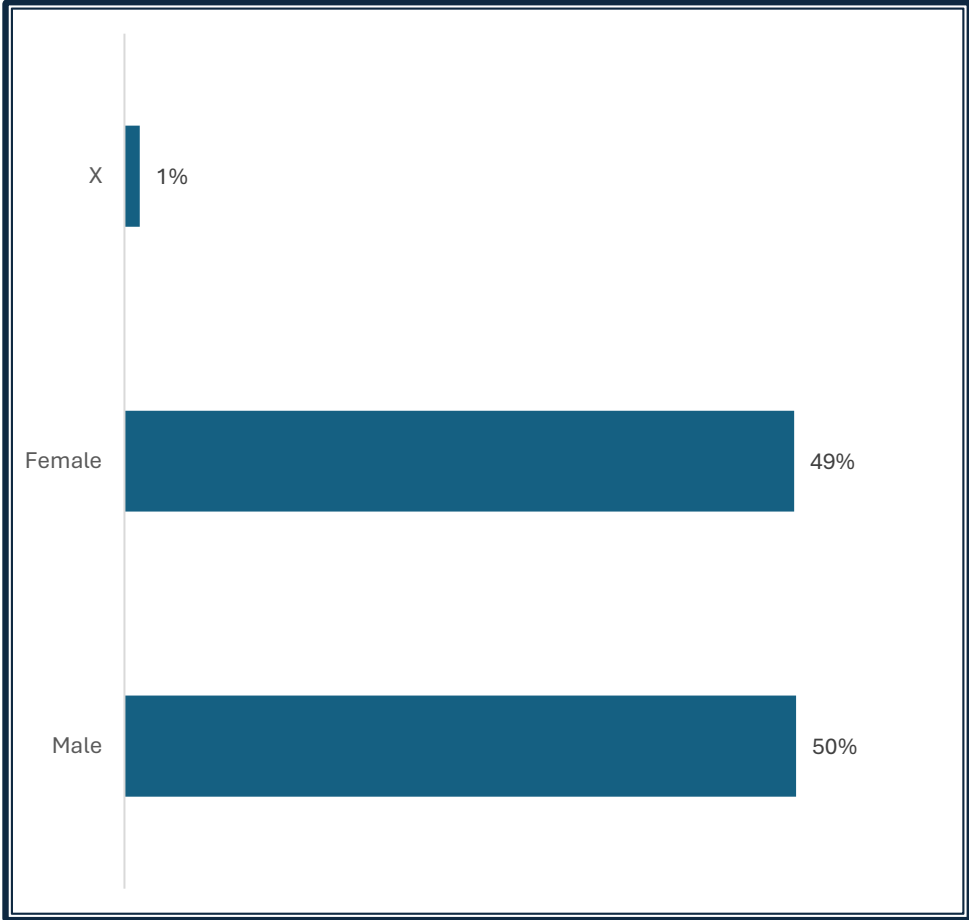
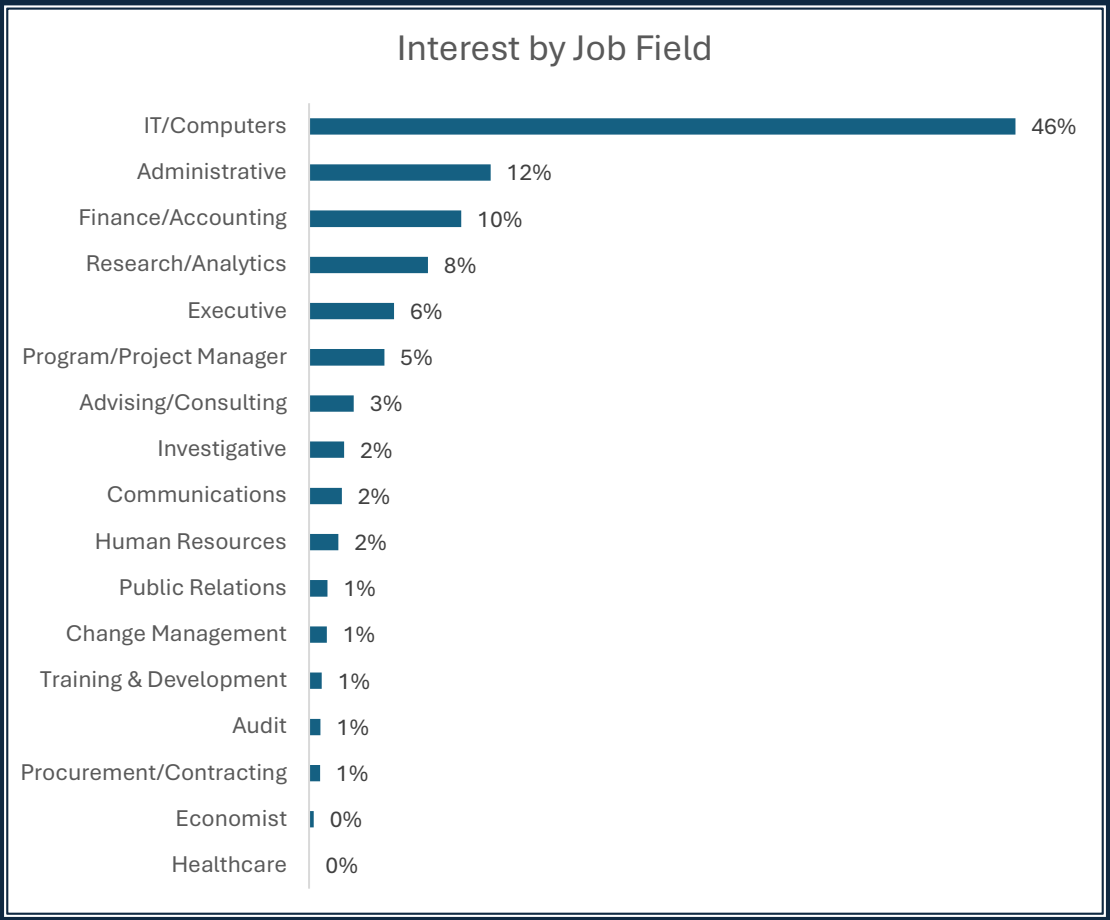
Step 2	Non-Select Rate	
Refer Step	67%	

Step 3	Non-Select Rate	
Interview Step	75%	

Step 4	Offered	Hired	Acceptance Rate
Offer Step	4,646	4,250	91%

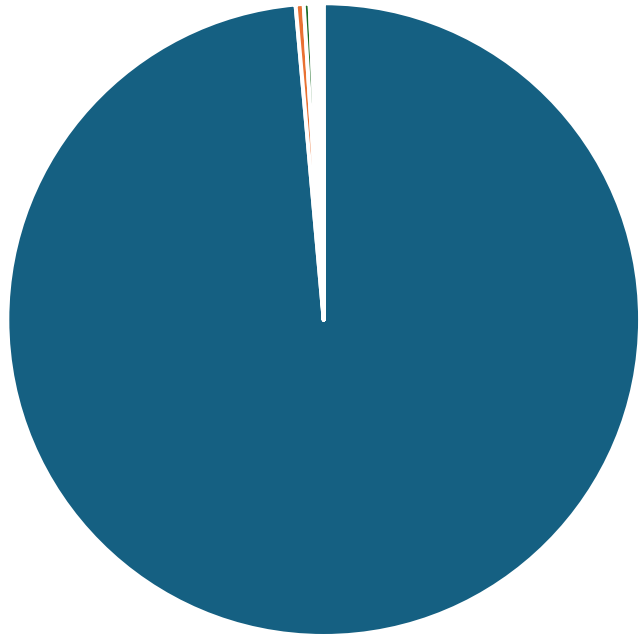
Refer-Hire Ratio	Referred	Hired	Ratio
HAPPEN	55,729	4,250	13:1

Application by Interest / Gender



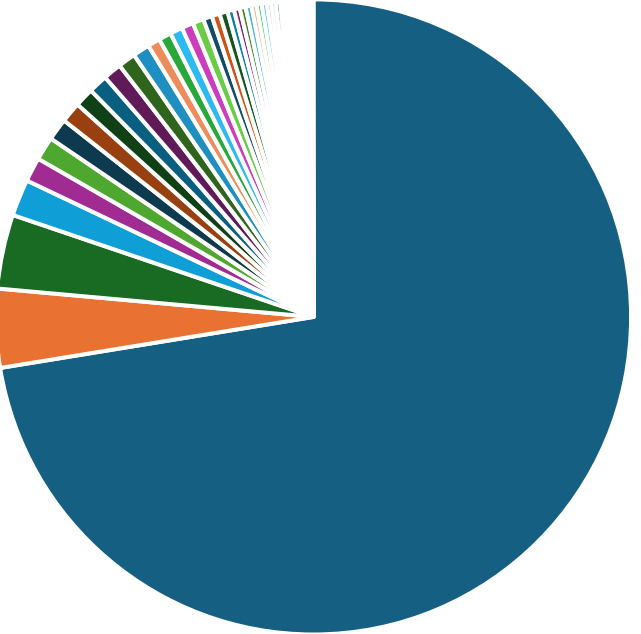
Application by Location

Country of Origin



- US
- India
- Canada
- Pakistan
- Turkey
- Northern Mariana Islands
- Indonesia
- Bangladesh
- Vietnam
- Australia
- UK
- Guam
- USA Minor Outlying Islands
- South Korea
- Iran
- Sri Lanka

State of Origin



- Washington
- California
- Texas
- New York
- North Carolina
- New Jersey
- International
- Oregon
- Virginia
- Illinois
- Massachusetts
- Georgia
- Ohio
- Tennessee
- Arizona
- Maryland
- Florida

Executive Order 24-04

- **Purpose:** to advance a pro-equity anti-racism in employment opportunities.
- **July 2025:** removal of qualifications that may be biased to the position.
- **Dec 2025:** WA state agencies will replace academic requirements (unless required by law) with competencies.

Conclusion



Recruiting
Steps



Shared
Experiences



Data is
OFM only.

GovernmentJobs Profile

7. What race, ethnicity, or culture do you consider yourself?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or other Pacific Islander
- Middle Eastern or North African
- White
- Two or more races

8. If you considered yourself "Two or more races" in the above question, please select all that apply:

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Native Hawaiian or other Pacific Islander
- White